

EXHIBIT 5  
DATE 1-12-15  
HB N/A



# MONTANA SCHOOL *for the* Deaf & Blind

*"Giving kids the building blocks to independence"*

Report for the Education Appropriations Subcommittee

January 12, 2015



*Education, Communication, Independence for Life*

## **Montana School for the Deaf and the Blind**

### **Vision and Mission:**

The vision of MSDB is *Education, Communication, and Independence for Life* for all students who are deaf, hard of hearing, blind, visually impaired, or deafblind in the state of Montana.

We accomplish our vision by:

- Promoting and maintaining excellent and comprehensive educational opportunities leading to the highest potential for adult life of independence and self-sufficiency
  - Meaningful personal, family and community life
  - Useful, productive occupational life
- Promoting and providing free and appropriate educational opportunities ensuring these students achieve their greatest potential for independence and success

### **Purpose:**

1. Serve as a residential and day school for students who are deaf, hard of hearing, blind, visually impaired and deafblind
  - a. Preschool – High School
  - b. Transition Program
  - c. Inclusion options with Great Falls Public Schools
  - d. Dual placement with MSDB and with LEA
  - e. Specialized instruction provided by specially trained staff
2. Serve as a statewide resource center for parents of students and for school districts and professionals serving students who are deaf, hard of hearing, blind, visually impaired, and deafblind



## **Programs:**

### 1. Administration, Business, Facilities

- Reception, Community Relations, Business Office, Human Resources, Accounting, Superintendent, Maintenance, and Custodial

### 2. Education

- On Campus – 51 students
  - i. *Specialized* Special Education Teachers and Support Specialists
  - ii. Multiple modes of communication – Spoken language, Sign Language, Braille
  - iii. Specialized equipment – CCTV's, Visiobooks, Brailers, Braille Notetakers, iPads with accessibility features
  - iv. Adapted curriculum and specialized instructional skill sets
  - v. Comprehensive individualized education for each student
  - vi. Multi-age, multi-grade classrooms preschool through high school
  - vii. Post High School programming available
  - viii. Complies with the same mandates as public schools providing highly qualified teachers in the content areas of English, math, science and social studies
  - ix. Two departments
    1. Deaf and Hard of Hearing Department – 26 students
    2. Visually Impaired Department – 24 students (plus 2 in Feb)
  - x. Extra-Curricular Activities
    1. Sports and Cheerleading
    2. Expressions of Silence – school ambassadors using sign language and dance to interpret music
    3. Deaf Academic Bowl – Regional and National academic competition for Deaf and Hard of Hearing students
    4. Visually Impaired Performers – Students with visual impairments performing drama, comedy, dance, and song
    5. Cane Club – Service organization hosting the annual White Cane Day to increase awareness about people who are visually impaired
- Outreach – serving 585 students
  - i. Consultants for the Deaf and Hard of Hearing
    1. 6.5 Consultants (average of 43 students on caseload)

2. 1 Consulting Audiologist
3. Serves 275 students across the state
4. Provides In-Service training including Sign Language Classes to Families and Public and Non-Public School Staff Consultants for the Deaf and Hard of Hearing
- ii. Consultants for the Visually Impaired
  1. 7 Consultants (average of 44 students on caseload)
  2. Serves 310 students across the state
  3. Provides In-Service training to Families and Public and Non-Public School Staff
- iii. Family Advising Program
  1. Helps parents address the unique learning needs of their infant or preschool age child
  2. Speech and language development and/or visual development
  3. Sign Language instruction or pre-braille instruction
  4. Spatial and concept development and mobility skills
  5. Serving 25 families in 2013-2014 and 33 families 2014-2015
- iv. Events
  1. Deaf Enrichment Weekends – 46 students
  2. Focus/Goalball Enrichment Weekends – 42 students
  3. Family Learning Weekends
    - a. Deaf and Hard of Hearing weekend – 147 school personnel, parents, and family members
    - b. Visually Impaired Weekend – 151 school personnel, parents, and family members
  4. Games for the Visually Impaired – 36 athletes
  5. Untangling the Dots – 26 participants
- v. Tech Lending Library
- Accreditation and Membership
  - i. Montana Board of Public Education (BOPE)
  - ii. Conference of Educational Administrators of Schools and Programs for the Deaf (CEASD)
  - iii. National Accreditation Council for Blind and Low Vision Services (NAC)

- iv. Member of the National Association of the Deaf (NAD)
- v. Member of the Council of Schools for the Blind (COSB)
- vi. Member of the Association for the Education and Rehabilitation of the Blind and Visually Impaired (AERBVI)

### 3. Student Services

- Operates 24 hours a day, 7 days a week during the school year
- Travel home weekends (ranging from 11-13 times during school year)
- National Residential Child and Youth Care Professionals (RCYCP) trained staff providing supervision of students during the afterschool, nighttime, and weekends
- Ensuring student care, safety, and the development of social, leisure and independent living skills
- Community Extra-Curricular Activities
  - i. Youth Sports Leagues
  - ii. Eagle Mount recreation programs
  - iii. 4-H
  - iv. Local Art Center Programs
  - v. Girl Scouts
- Summer Camps
  - i. Deaf and Hard of Hearing Summer Camp – ages 9-14, fourteen campers
  - ii. Visually Impaired Summer Skills Program – ages 9-16, eight campers



## **Budget overview:**

1. Extra-Curricular Activities
2. New Hardware Upgrades
3. Parity for Employees
4. Professional Development
5. Travel

### **Extra-Curricular Activities**

PL-400007 provides compensation to employees who sponsor, supervise, and facilitate after school activities. MSDB appreciates this extra work that employees provide to give our students rich and well-rounded experiences. MSDB appreciates the legislature for continuing to fund this area.

### **New Hardware Upgrades**

PL-400005 provides funding for a one-time allocation to upgrade technology.

In the previous biennium, the legislature approved a one-time funding to upgrade our Tech Lending Center (TLC). MSDB was able to purchase 13 new pieces of current technology for our TLC. This lending center allows school districts the opportunity to trial various pieces of technology with their students who are blind or visually impaired to determine what technology to purchase so the student can best access their environment and the curriculum.

This request for \$25,000 will upgrade our educational technology for our students on-campus.

### **Parity for Employees**

In the 2011 accreditation reports by NAC and CEASD the following recommendations were made:

1. *NAC Standards for Staff and Volunteers – MSDB should secure additional funding to ensure that compensation levels are sufficient to attract and retain highly qualified staff both in the education and student services programs.*
2. *CEASD Standards for Finances – MSDB should seek to secure on-going financial support to bring salary parity for classified, paraprofessional, cottage life, and professional staff relative to salaries paid these staff in other states.*

For the 2015-2016 school year, MSDB will be recruiting for 6 positions due to retirements.

MSDB requested funds to bring employees to salary parity. The Governor's office denied funds for 2016-2017. MSDB will continue to seek parity or 100% of market mid-points for wages of all of MSDB's

employees based on market comparisons. Based on evaluation of wages for classified and licensed staff the administration has determined the following additional funds are necessary to achieve this goal in FY 2016:

- \$164,292 is needed to bring non-exempt employee wages to the average pay for their peers in Montana State government. This group includes our **cottage life attendants** who serve as “in loco parentis” providing safety and supervision for students during non-school hours and on weekends. The following are included in this group in which wages are an average of 17% below peers:

- |                           |                                       |
|---------------------------|---------------------------------------|
| • Accounting Technician   | • Institutional Attendant Supervisors |
| • Administration Clerks   | • Interpreters                        |
| • Administration Support  | • Maintenance Workers                 |
| • Benefits Specialist     | • Maintenance Supervisor              |
| • Cooks                   | • Network Administrator               |
| • Food Prep Workers       | • Secretaries                         |
| • Institutional Attendant | • Teaching Assistants                 |

- \$413,712 is needed to bring exempt and contracted employees to parity with Great Falls Public Schools. The following are in this group in which wages are an average of 28% below peers:

- |  |                           |
|--|---------------------------|
| • Teachers                                       | • Cottage Counselors      |
| • Support Staff (Counselors, OT/PTs, SLPs, etc.) | • Health Service Director |

### Professional Development

MSDB requested \$25,000 to fund professional development opportunities for our staff. The Governor’s office denied funds for 2016-2017. There are 3 Teachers of the Deaf working in public school districts (Missoula, Bozeman, and Billings) and 1 Teacher of Students with Visual Impairments (Billings) in addition to the staff at MSDB. While we are able to access professional development in general education within the state, we must attend conferences and workshops using technology (webinars) or travel to other states to maintain current best practices in the field of Deaf Education and Education for Students with Visually Impairments. After attending these out-of-state trainings, professionals bring this learning back to Montana to keep our own staff current as well as provide training for general education and special education teachers to better work with students in their classrooms who are deaf, hard of hearing, blind, visually impaired, or deafblind. This specialized training is unavailable in the state of Montana unless MSDB provides it.



## Travel

MSDB requested \$35,000 to fund travel home for students. The Governor's office denied funds for 2016-2017. It is vital for students to develop relationships with their families. In the past, students traveled home once a month. Two years ago, MSDB changed the schedule to include more trips home to facilitate this relationship development. Currently, students travel home approximately every two weeks.

In the past, MSDB used public transportation to bus students home. Two years ago, the bus company closed and MSDB must now charter buses and/or pay parents for mileage. Because of the rural nature of Montana, this has significantly increased our travel costs.

### **Comparison of Entry Level Wages for Regional Schools for the Deaf and the Blind**

*Data collected January, 2015*

MSDB's entry-level salaries for **teachers** of the deaf or the blind with an M.Ed. are:

20.2% < CDHL/WSSB

19.3% < NDVSSB/NDSD

26.3% < SDSB/SDSD

4.8% < GFPS

2.05% > IESDB

MSDB's entry-level salaries for **cottage life attendants** are:

30.9% < CDHL/WSSB

13.2% < IESDB

11.33% < NDVSSB/NDSD

2.96% < SDSB/SDSD

MSDB's entry-level salaries for **teaching assistants** are:

33.5% < CDHL/WSSB

24.8% < NDVSSB/NDSD

4.5% < GFPS

2.26% < SDSB/SDSD

.6% > IESDB

MSDB's entry-level salaries for **clerical staff** are:

40.5% < NDVSSB/NDSD

36.6% < CDHL/WSSB

19.3% < GFPS

16.4% < IESDB

12.5% > SDSB/SDSD

	MSDB	GFPS	IESDB	SDSB/SDSD	NDVSSB/ NDSD	CDHL/WSSB
Teachers MA level	\$33,481	\$35,171	\$32,794	\$45,415	\$41,490	\$41,954
Teacher Assistant	\$9.93/hr	\$10.40/hr	\$9.87/hr	\$10.16/hr	\$13.20/hr	\$14.93/hr
Clerical Staff	\$9.47/hr	\$11.73/hr	\$11.32/hr	\$8.29/hr	\$15.92/hr	\$14.93/hr
Cottage Attendant	\$9.86/hr	NA	\$11.36/hr	\$10.16/hr	\$11.12/hr	\$14.26/hr

Wages Calculated for 185 days

**GFPS** – Great Falls Public Schools

**IESDB** – Idaho Education Services for the Deaf and Blind

**SDSB/SDSB** – South Dakota School for the Blind/South Dakota School for the Deaf

**NDVSSB/NDSD** – North Dakota Vision Services and School for the Blind/North Dakota School for the Deaf

**CDHL/WSSB** – Center for Childhood Deafness and Hearing Loss (oversees Washington School for the Deaf) / Washington State School for the Blind



**The 114 Public and Nonpublic Elementary  
and High Schools Served by MSDB**

Anaconda	Eureka	Manhattan Christian
Arlee	Evergreen	Marion
Babb	Fairview	Martinsdale Colony School
Bainville	Fishtail	Middle Creek Montessori
Baker	Fort Benton	Miles City
Belgrade	Frazer	Missoula
Belt	Frenchtown	Montana City
Big Fork	Froid	Northern Cheyenne Tribal
Big Sky	Geraldine	Noxon
Big Timber	Glasgow	Opheim
Billings	Glendive	Phillipsburg
Billings Central Catholic	Great Falls	Plains
Bonner	Hamilton	Plentywood
Boulder	Hardin	Polson
Box Elder	Harlowton	Poplar
Bozeman	Havre	Richey
Broadus	Hays-Lodge Pole	Rocky Boy
Browning	Heart Butte	Ronan
Butte	Helena	Roundup
Canyon Creek	Hellgate Elementary	Shelby
Centerville	Huntley Project	Shepherd
Charlo	Joliet	Sidney
Chinook	Kalispell	Stanford
Choteau	Lakeside	St. Ignatius
Clancy	Lambert	Superior
Colstrip	Lame Deer	Three Forks
Columbia Falls	Laurel	Townsend
Columbus	Lavina	Trout Creek
Conrad	Lewistown	Troy
Corvallis	Libby	Valier
Culbertson	Lima	Vaughn
Cut Bank	Lincoln	Westby
Darby	Livingston	West Yellowstone
Deer Lodge	Lockwood	Whitefish
Dillon	Lodge Grass	Whitehall
Dixon	Lolo	Wibaux
Drummond	Lone Rock	Winifred
Dutton-Brady	Malta	Winnett
East Helena	Manhattan	Wolf Point
Ennis		



MONTANA SCHOOL for the Deaf & Blind  
**PROGRAM INDICATORS FOR THE 2015 BIENNIUM – YEAR 1 (2014)**

INDICATOR	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
<b>CAMPUS BASED SERVICES 20-8-102 MCA, 10.61.102 ARM</b>						
<b>Total Served</b>	<b>367</b>	<b>372</b>	<b>570</b>	<b>519</b>	<b>431</b>	<b>453</b>
Education Program – D/HH Students	34	33	39	35	33	27
Education Program – B/LV Students	19	18	20	26	20	22
Transition Students	2	4	6	6	6	3
Residential Program Students	21	18	20	26	20	22
Evaluations – Educational	8	21	14	22	10	13
Evaluations – Audiological	275	214	263	242	200	263
Consultation Services – Transition Plans	5	25	11	14	15	4
Consultation Services – Behavior Plans	3	16	12	3	1	0
Enrichment Weekends – D/HH Students			87	72	74	46
Enrichment Weekends – B/LV Students			81	58	44	42
Family Visits on Campus		23	17	15	8	11
<b>OUTREACH AND ITINERANT SERVICES 20-8-102 MCA, 10.61.102 ARM</b>						
<b>Total Served</b>	<b>2065</b>	<b>2206</b>	<b>2162</b>	<b>1935</b>	<b>1385</b>	<b>1305</b>
Consultation Services – D/HH Students	141	188	207	247	265	275
Consultation Services – B/LV Students	229	236	241	271	300	310
Consultation Services – D/B Students	8	10	10	11	12	12
Family Advisor Program	32	41	38	29	38	28
Professional Development-Sessions/Participants	66/1655	70/1682	72/1624	63/1273	38/620	22/416
Educational Evaluations				29	19	25
Functional Vision/CVI Evaluations		47	31	69	117/11	87
Orientation/Mobility Evaluations		2	11	6	3	8
Equipment Loans			21*	27*	20*	24*
LEAs Served			94*	96*	114*	114*
Head Start Programs Served			6*	6*	6*	6*
<b>Total Consultation/Referral Contacts</b>	<b>4700</b>	<b>5029</b>	<b>5421</b>	<b>5461</b>	<b>9720</b>	<b>11,441</b>
Contacts with School Personnel	2521	2572	2717	2434	4443	6357
Contacts with Family Members	1118	1594	1729	1561	2320	2643
Contacts with other Professionals	998	792	841	872	2092	2441
Contacts for Audiological Consultation Services	20	3	98	564	831	926
UNHS Referrals	43	33	15	10	25	21
CSHS Referrals		35	21	20	9	3
<b>SUMMER PROGRAMS 20-8-102 MCA, 10.61.103 ARM</b>						
<b>Total Participants</b>	<b>327</b>	<b>348</b>	<b>260</b>	<b>238</b>	<b>197</b>	<b>220</b>
Summer Skills Program for B/LV Students	9	9	9	8	8	8
Summer Camp for D/HH Students	14	13	12	13	12	14
Family Learning Weekend – B/LV Students	112^	134^	87	76	80	101
Family Learning Weekend – D/HH Students	192^	192^	152	141	97	97
<b>TOTAL OUTREACH CONTACTS*</b>	<b>4700</b>	<b>5029</b>	<b>5421</b>	<b>5461</b>	<b>9720</b>	<b>11,441</b>
<b>Percent Change Over Previous Year</b>	<b>+296%</b>	<b>+107%</b>	<b>+7.8%</b>	<b>+0.7%</b>	<b>+179%</b>	<b>+117%</b>
<b>TOTAL POPULATION SERVED</b>	<b>2759</b>	<b>2926</b>	<b>2992</b>	<b>2692</b>	<b>2013</b>	<b>1978</b>
<b>Percent Change Over Previous Year</b>	<b>+7.7%</b>	<b>+6.1%</b>	<b>+2.3%</b>	<b>-10%</b>	<b>-25.3%</b>	<b>-2%</b>
<b>TOTAL ALL CONTACTS AND POPULATION SERVED</b>	<b>7459</b>	<b>7955</b>	<b>8413</b>	<b>8153</b>	<b>11,731</b>	<b>13,419</b>
<b>Percent Change Over Previous Year</b>	<b>+180%</b>	<b>+6.7%</b>	<b>+5.8%</b>	<b>-3.1%</b>	<b>+144%</b>	<b>+114%</b>

\*Not included in "Total Population Served"

^Includes MSDB staff that participated in the program